

## Equality Impact Assessment

<b>Section</b>	Private Sector Housing	<b>Officer(s) responsible for the screening/scoping</b>		Paul Chapman	
<b>Name of Policy/Strategy to be assessed</b>	Home Upgrade Grants	<b>Date of Assessment</b>	11/9/23	<b>Is this a proposed new or existing policy/strategy?</b>	New
<b>Signature of responsible officer (to be signed after the EqIA has been completed)</b>					

**A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to Tina Brain.**

## Form A1

### INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																												
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)				
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
HUG 2			X			X			X			X			X			X			X			X			X		
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? <b>If yes please explain how.</b>	<ul style="list-style-type: none"> <li>This scheme is aimed at lower income households.</li> <li>The scheme will improve the thermal comfort of a property for the benefit and all inhabitants. It should also reduce energy costs.</li> </ul>																												
Are your proposals likely to impact on a <b>carer</b> who looks after older people or people with disabilities? <b>If yes please explain how.</b>																													
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**Form A2 – Details of Plan/ Strategy/ Service/ Policy**

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	To improve the thermal performance of a property whilst also reducing carbon based fuels.
(2) How does it fit with Stratford District Council's wider objectives?	The Council has declared a Climate Emergency/
(3) What are the expected outcomes?	Reduced energy use and reduced household costs
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	This eligibility for this scheme is based on the economic situation of the household only – and also the energy rating and technical ability to provide carbon reducing measures to the property.
<b><u>Stage 2 - Information Gathering</u></b>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	The scheme will target areas of lower economic performance and high use of high carbon based fuels.
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	No specific consultation has taken place.
(3) Which of the groups with protected characteristics have you consulted with?	None – as the protected characteristics should not directly affect eligibility for the scheme.

<b>Stage 3 – Analysis of impact</b>			
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected. <b>No adverse impacts to those with protected characteristics is expected – as the eligibility is economic for the household, and the energy rating of the property.</b></p>	RACE	DISABILITY	GENDER
	MARRIAGE/CIVIL PARTNERSHIP	AGE	GENDER REASSIGNMENT
<p>(2) If there is an adverse impact, can this be justified? <b>No adverse impact expected.</b></p>	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
	N/A		
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4.)</p>	N/A		
<p>(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?</p>	The policy is aimed at supporting those with lower incomes. It does not assess the protected characteristics.		

(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	This scheme is based purely on lower income households in poorer performing properties.
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	There will be an awareness campaign, so that those entitled to the scheme are aware of it and can apply.

<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>																										
If No Further Action is required then go to – Review & Monitoring																										
(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	EqIA Action Plan																									
	<table border="1"> <thead> <tr> <th>Action</th> <th>Lead Officer</th> <th>Date for completion</th> <th>Resource requirements</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Action	Lead Officer	Date for completion	Resource requirements	Comments																				
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(2) Review and Monitoring State how and when you will monitor policy and Action Plan	The assessment will be reviewed if there are any changes to the service or when the contract is re-let.																									

Please annotate your policy with the following statement:

**‘An Equality Impact Assessment/ Analysis on this policy was undertaken on 11 September 2023 and will be reviewed on 11 September 2026.**